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Area Wage Survey
Riverside-San Bernardino-Ontario, CA
December 1984

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U.S. Department of Labor
Bureau of Labor Statistics
Summary
February 1985

This summary presents results of a December 1984 survey of occupational wages and supplementary benefits in the Riverside-San Bernardino-Ontario Standard Metropolitan Statistical Area, which consists of Riverside and San Bernardino Counties, Calif. This is 1 of 92 areas which the Bureau of Labor Statistics surveys at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 71 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 125 establishments employing 64,100 workers was selected to represent 630 establishments employing 139,691 workers in the area. (See table 5 for further information on the scope of the survey.) Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and health, insurance, and pension plans for nonsupervisory production and related workers and office workers.

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

New or revised occupational descriptions are being introduced in this survey for secretaries, stenographers, word processors, messengers, receptionists, general maintenance workers, motor vehicle mechanics (formerly maintenance mechanics, motor vehicles), and material handling laborers. Boiler tenders are no longer surveyed.

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Table 1. Hourly earnings[1] of selected occupations in Riverside-San Bernardino-Ontario, CA, December 1984

Occupation	Number of workers			Hourly earnings (all workers)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																		
	All[2]	Men	Women	Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 and over
Secretaries	801	2	713	8.77	8.50	7.01–10.00	–	–	–	2	30	41	61	62	49	48	105	55	106	33	72	54	43	24	8	8
Secretaries I	101	–	101	7.37	6.51	5.19– 9.15	–	–	–	2	30	5	12	4	7	7	2	–	15	1	8	–	7	1	–	–
Secretaries II	313	2	252	7.94	7.64	6.72– 8.53	–	–	–	–	–	35	36	46	36	26	55	13	11	7	13	22	12	1	–	–
Secretaries III	261	–	241	9.43	9.22	8.50–10.00	–	–	–	–	–	–	11	12	5	14	19	40	66	25	30	9	11	14	3	2
Secretaries IV	93	–	88	10.50	10.10	8.35–12.40	–	–	–	–	–	–	2	–	–	1	28	–	14	–	7	13	13	7	5	3
Secretaries V	9	–	9	12.69	11.25	– –	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	4	–	1	–	*3
Stenographers	39	–	39	9.98	10.13	7.67–12.18	–	–	–	–	–	–	2	2	4	4	–	2	2	2	3	3	15	–	–	–
Stenographers I	16	–	16	10.46	12.28	8.88–12.48	–	–	–	–	–	–	2	2	–	–	–	–	–	1	2	–	9	–	–	–
Typists	77	–	45	7.89	6.71	5.70–10.72	–	–	–	–	19	12	6	5	–	4	2	–	–	3	9	15	1	–	–	–
Typists I	48	–	39	8.42	7.97	5.76–11.78	–	–	–	–	11	7	2	–	–	4	2	–	–	3	4	15	–	–	–	–
Typists II	29	–	6	7.02	6.14	5.44– 6.79	–	–	–	–	8	5	4	5	1	–	–	–	–	–	5	–	1	–	–	–
Word processors	93	2	87	7.77	7.12	5.83– 8.70	–	–	–	7	10	11	2	6	20	10	1	6	1	1	1	3	14	–	–	–
Word processors I	49	–	48	6.71	7.12	5.48– 7.89	–	–	–	7	10	1	2	2	12	10	1	4	–	–	–	–	–	–	–	–
Word processors II	44	2	39	8.94	7.91	6.57–12.18	–	–	–	–	–	10	–	4	8	–	–	2	1	1	1	3	14	–	–	–
File clerks	117	–	89	5.26	4.98	4.33– 5.76	–	8	31	20	13	34	–	–	–	1	7	1	–	–	–	–	2	–	–	–
File clerks I	78	–	78	4.81	4.53	4.16– 5.63	–	8	24	13	6	27	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists	46	–	46	5.95	6.25	5.19– 6.64	–	–	–	9	7	4	11	12	–	3	–	–	–	–	–	–	–	–	–	–
Switchboard operators	71	–	66	5.44	5.00	4.50– 5.34	–	4	10	16	24	4	–	1	4	4	1	–	–	1	–	1	1	–	–	–
Key entry operators	258	10	248	6.83	6.50	5.44– 7.59	–	–	21	6	38	19	18	69	10	27	16	4	4	6	3	10	7	–	–	–
Key entry operators I	171	10	161	6.59	6.50	5.40– 7.32	–	–	21	5	29	10	9	49	6	18	5	–	–	6	3	10	–	–	–	–
Key entry operators II	87	–	87	7.30	6.55	6.38– 8.08	–	–	–	1	9	9	9	20	4	9	11	4	4	–	–	–	7	–	–	–
Computer operators	159	71	88	8.35	8.19	6.92– 9.55	–	–	–	–	2	–	21	47	–	9	7	5	25	16	9	12	5	1	–	–
Computer operators I	41	30	11	7.28	6.95	6.95– 6.99	–	–	–	–	2	–	2	30	–	2	–	2	–	–	–	3	–	–	–	–
Computer operators II	95	30	65	8.59	9.17	6.88– 9.82	–	–	–	–	–	–	19	17	–	1	3	2	20	16	7	4	5	1	–	–
Computer operators III	21	11	10	9.37	9.38	8.37–10.95	–	–	–	–	–	–	–	–	–	5	4	–	5	–	2	5	–	–	–	–
Drafters	571	502	69	8.98	8.50	6.50–10.73	–	–	–	–	–	71	67	77	26	16	24	24	44	39	42	58	15	16	25	27
Drafters III	36	34	2	8.48	8.40	7.01– 9.49	–	–	–	–	–	–	–	2	9	4	3	3	6	3	5	1	–	–	–	–
Drafters IV	48	44	4	11.31	11.52	10.73–11.52	–	–	–	–	–	–	–	–	–	–	2	–	–	2	14	20	8	2	–	–
Electronics technicians	927	728	147	13.54	14.82	12.75–14.82	–	–	–	–	–	–	–	2	2	31	20	4	36	15	26	29	83	72	602	5
Electronics technicians III	154	142	12	12.50	12.47	12.07–12.91	–	–	–	–	–	–	–	–	–	–	–	–	–	6	16	13	61	33	1	4
Maintenance carpenters	75	75	–	12.59	12.40	12.40–13.94	–	–	–	–	–	–	–	–	–	–	–	–	–	10	–	2	36	24	3	–
Maintenance electricians	304	304	–	12.54	12.97	11.11–13.80	–	–	–	–	–	–	–	9	–	–	–	–	–	–	60	48	38	102	35	12
Maintenance painters	15	15	–	13.28	13.33	13.20–13.69	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	12	–	–
Maintenance machinists	112	112	–	12.18	12.65	10.52–13.94	–	–	–	–	–	–	–	–	–	–	–	–	–	–	54	–	7	50	1	–
Motor vehicle mechanics	468	467	1	12.23	13.65	10.52–13.94	–	–	–	–	–	–	–	5	9	14	30	2	–	1	103	33	11	162	91	7
General maintenance workers	468	466	2	8.27	8.00	6.00–10.07	–	–	–	–	–	–	186	5	19	8	42	–	25	35	92	25	31	–	–	–
Tool and die makers	274	274	–	12.99	13.48	12.00–14.39	–	–	–	–	–	–	–	–	–	–	9	9	–	–	11	33	45	71	96	–
Truckdrivers	1,988	1,707	41	10.58	10.52	8.65–13.36	–	20	–	85	24	20	115	14	23	14	36	225	24	52	535	165	64	332	234	6
Truckdrivers, medium truck	424	383	41	11.19	11.64	8.65–14.78	–	–	–	8	16	20	19	1	–	–	–	111	–	–	10	65	–	2	172	–
Truckdrivers, heavy truck	427	427	–	11.43	10.57	10.40–13.20	–	–	–	–	–	–	–	4	8	–	7	32	15	12	137	24	57	68	57	6
Truckdrivers, tractor-trailer	848	768	–	11.05	10.52	10.52–13.34	–	–	–	–	–	–	10	5	–	9	18	72	9	40	384	76	4	216	5	–
Shipping packers	186	112	74	4.93	4.00	4.00– 5.06	18	9	104	–	9	–	–	34	–	4	–	–	–	–	–	–	8	–	–	–
Material handling laborers	275	268	6	10.38	12.09	6.55–13.44	–	–	2	22	21	22	2	4	–	–	–	1	14	–	32	11	68	76	–	–
Forklift operators	1,170	1,170	–	8.77	7.77	7.28–11.09	–	–	–	110	59	19	76	–	270	170	–	37	8	2	126	49	33	211	–	–
Guards	1,071	979	92	4.68	3.95	3.35– 5.23	393	144	22	–	275	32	20	110	7	17	11	5	5	4	19	7	–	–	–	–
Guards I	1,000	908	92	4.60	3.70	3.35– 5.00	393	144	22	–	212	32	20	110	7	17	11	5	5	4	18	–	–	–	–	–
Janitors, porters, and cleaners	1,109	871	237	5.59	5.09	3.45– 7.44	310	110	37	44	144	105	10	4	204	–	2	21	48	10	7	30	23	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Cost of living allowances and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the correaponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 2 at $15.00 to $16.00; and 1 at $17.00 to $18.00.

Table 2. Annual paid holidays for full-time workers in Riverside-San Bernardino-Ontario, CA, December 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	3	[1]
In establishments providing paid holidays	97	99
Number of holidays:		
5 half days	3	–
6 half days	2	–
1 holiday	3	[1]
Plus 1 half day	1	–
2 holidays	3	[1]
4 holidays	4	–
5 holidays	1	[1]
6 holidays	10	7
7 holidays	6	5
Plus 1 half day	[1]	[1]
Plus 2 half days	1	[1]
8 holidays	20	16
Plus 1 half day	–	3
9 holidays	11	14
Plus 1 half day	–	10
10 holidays	10	18
Plus 1 half day	1	1
11 holidays	6	5
12 holidays	14	20
13 holidays	1	1
17 holidays	[1]	[1]
Average number of paid holidays where provided (in days)	8.0	9.4

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Riverside-San Bernardino-Ontario, CA, December 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	1	–
In establishments providing paid vacations	99	100
Length-of-time payment	96	99
Percentage payment	3	(*)
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	–	2
1 week	10	31
2 weeks	5	12
1 year of service:		
1 week	66	12
Over 1 and under 2 weeks	1	11
2 weeks	33	76
Over 2 and under 3 weeks	(*)	–
2 years of service:		
1 week	11	3
Over 1 and under 2 weeks	2	1
2 weeks	84	84
Over 2 and under 3 weeks	(*)	12
3 weeks	1	–
Over 3 and under 4 weeks	(*)	–
3 years of service:		
1 week	1	1
Over 1 and under 2 weeks	2	1
2 weeks	91	84
Over 2 and under 3 weeks	2	13
3 weeks	4	1
Over 3 and under 4 weeks	(*)	–
5 years of service:		
1 week	1	1
2 weeks	56	37
Over 2 and under 3 weeks	4	23
3 weeks	36	39
4 weeks	2	(*)
Over 4 and under 5 weeks	(*)	–
10 years of service:		
1 week	1	1
2 weeks	14	4
Over 2 and under 3 weeks	1	(*)
3 weeks	71	70
Over 3 and under 4 weeks	2	12
4 weeks	10	13
Over 4 and under 5 weeks	(*)	–
5 weeks	1	(*)
15 years of service:		
1 week	1	1
2 weeks	13	3
Over 2 and under 3 weeks	1	(*)
3 weeks	29	29
Over 3 and under 4 weeks	1	6
4 weeks	53	50
Over 4 and under 5 weeks	1	11
5 weeks	1	(*)
20 years of service:		
1 week	1	1
2 weeks	13	3
Over 2 and under 3 weeks	1	(*)
3 weeks	15	13
4 weeks	51	67
Over 4 and under 5 weeks	(*)	11
5 weeks	19	5
Over 5 and under 6 weeks	(*)	(*)
25 years of service:		
1 week	1	1
2 weeks	13	3
Over 2 and under 3 weeks	1	(*)
3 weeks	15	13
4 weeks	33	42
Over 4 and under 5 weeks	(*)	11
5 weeks	37	30
Over 5 and under 6 weeks	(*)	(*)
30 years of service:		
1 week	1	1
2 weeks	13	3
Over 2 and under 3 weeks	1	(*)
3 weeks	15	13
4 weeks	33	42
Over 4 and under 5 weeks	(*)	11
5 weeks	34	28
Over 5 and under 6 weeks	(*)	(*)
6 weeks	3	1
Maximum vacation available:		
1 week	1	1
2 weeks	13	3
Over 2 and under 3 weeks	1	(*)
3 weeks	15	13
4 weeks	33	42
Over 4 and under 5 weeks	(*)	11
5 weeks	31	22
Over 5 and under 6 weeks	(*)	(*)
6 weeks	4	7
7 weeks	2	1

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengt .s of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Health, insurance, and pension plans offered to full-time workers in Riverside-San Bernardino-Qntario, CA, December 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	95	99
Life insurance	90	99
Noncontributory plans	86	98
Accidental death and dismemberment insurance	73	80
Noncontributory plans	73	79
Sickness and accident insurance or sick leave or both[2]	61	96
Sickness and accident insurance	20	18
Noncontributory plans	15	17
Sick leave (full pay and no waiting period)	34	84
Sick leave (partial pay or waiting period)	21	11
Long-term disability insurance	15	46
Noncontributory plans	8	29
Hospitalization insurance	93	95
Noncontributory plans	73	73
Surgical insurance	93	95
Noncontributory plans	73	73
Medical insurance	93	95
Noncontributory plans	73	73
Major medical insurance	90	95
Noncontributory plans	70	73
Dental insurance	66	78
Noncontributory plans	55	67
Health maintenance organization	54	69
Noncontributory plans	43	42
Retirement pension	65	80
Noncontributory plans	60	78

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, social security, and railroad retirement.

[2] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Table 5. Establishments and workers within scope of survey and number studied in Riverside-San Bernardino-Ontario, CA,[1] December 1984

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[5]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	630	125	139,691	100	72,389	16,411	64,100
Manufacturing	50	217	33	48,472	35	29,660	6,995	14,332
Nonmanufacturing[6]	50	413	92	91,219	65	42,729	9,416	49,768

[1] The Riverside-San Bernardino-Ontario Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Riverside and San Bernardino Counties, Calif. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other statistical series for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets of companies in such industries as trade, finance, auto repair service, and motion picture theaters (within a Standard Metropolitan Statistical Area or nonmetropolitan county) are considered as one establishment.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; laundries and other personal services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); engineering and architectural services; and miscellaneous business services. Major industries excluded from this survey are agriculture; mining; construction; some services (notably educational institutions and medical services); and government operations.

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Phone: 223-6761 (Area Code 617)

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II
Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: 944-3121 (Area Code 212)

New Jersey
New York
Puerto Rico
Virgin Islands

Region III
3535 Market Street
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: 596-1154 (Area Code 215)

Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV
Suite 540
1371 Peachtree St., N.E.
Atlanta, Ga. 30367
Phone: 881-4418 (Area Code 404)

Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V
9th Floor, 230 S. Dearborn St.
Chicago, Ill. 60604
Phone: 353-1880 (Area Code 312)

Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI
U.S. Department of Labor
Bureau of Labor Statistics
Federal Building
525 Griffin Street, Rm. 221
Dallas, Texas 75202
Phone: 767-8971 (Area Code 214)

Arkansas
Louisiana
New Mexico
Oklahoma
Texas

Regions VII and VIII
Federal Office Building
911 Walnut St., 15th Floor
Kansas City, Mo. 64106
Phone: 374-2481 (Area Code 816)

VII	VIII
Iowa	Colorado
Kansas	Montana
Missouri	North Dakota
Nebraska	South Dakota
	Utah
	Wyoming

Regions IX and X
450 Golden Gate Ave.
Box 36017
San Francisco, Calif. 94102
Phone: 556-4678 (Area Code 415)

IX	X
Arizona	Alaska
California	Idaho
Hawaii	Oregon
Nevada	Washington

GPO 921-453